Free State: Mangaung(MAN) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages					36 538	36 538	36 538	57 758	61 744	65 942
Pension and UIF Contributions					3 781	3 781	3 781	273	292	311
Medical Aid Contributions					534	534	534	101	108	115
Motor Vehicle Allowance					12 189	12 189	12 189	1 805	1 930	2 061
Cellphone Allowance					2 751	2 751	2 751	258	276	295
Housing Allowances					150	150	150	5	5	5
Other benefits and allowances										
Sub Total - Councillors					**55 943**	**55 943**	**55 943**	**60 200**	**64 353**	**68 729**
% increase	4							**7.6%**	**6.9%**	**6.8%**
Senior Managers of the Municipality	2									
Basic Salaries and Wages					19 927	19 927	19 927	16 587	17 732	18 937
Pension and UIF Contributions					1 642	1 642	1 642	1 973	2 109	2 253
Medical Aid Contributions					389	389	389	496	531	567
Overtime										
Performance Bonus					4 261	4 261	4 261	4 171	4 459	4 762
Motor Vehicle Allowance					2 288	2 288	2 288	1 603	1 714	1 830
Cellphone Allowance					201	201	201	192	205	219
Housing Allowances										
Other benefits and allowances					274	274	274	1 491	1 593	1 702
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality					**28 981**	**28 981**	**28 981**	**26 513**	**28 343**	**30 270**
% increase	4							**(8.5%)**	**6.9%**	**6.8%**
Other Municipal Staff										
Basic Salaries and Wages					964 121	892 314	892 314	799 668	854 846	912 975
Pension and UIF Contributions					170 353	149 665	149 665	140 246	149 923	160 118
Medical Aid Contributions					107 853	89 962	89 962	83 084	88 817	94 856
Overtime					48 455	137 206	137 206	60 708	64 897	69 310
Performance Bonus					8 428	7 046	7 046	12 709	13 586	14 510
Motor Vehicle Allowance					90 855	92 567	92 567	84 955	90 816	96 992
Cellphone Allowance					3 577	3 473	3 473	2 466	2 636	2 816
Housing Allowances					22 019	12 276	12 276	7 870	8 413	8 985
Other benefits and allowances					125 932	123 850	123 850	116 065	124 074	132 511
Payments in lieu of leave					19 985	19 985	19 985	21 291	22 760	24 308
Long service awards					4 945	6 021	6 021	5 214	5 573	5 952
Post-retirement benefit obligations					39 873	39 873	39 873	40 924	43 747	46 722
Sub Total - Other Municipal Staff					**1 606 396**	**1 574 239**	**1 574 239**	**1 375 200**	**1 470 089**	**1 570 055**
% increase	4					**(2.0%)**		**(12.6%)**	**6.9%**	**6.8%**
Total Parent Municipality					**1 691 321**	**1 659 164**	**1 659 164**	**1 461 913**	**1 562 785**	**1 669 054**
% increase	4					**(1.9%)**		**(11.9%)**	**6.9%**	**6.8%**
Board Members of Entities										
Basic Salaries and Wages					1 637	1 637	1 637	1 751	1 891	2 062
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities					**1 637**	**1 637**	**1 637**	**1 751**	**1 891**	**2 062**
% increase	4							**7.0%**	**8.0%**	**9.0%**
Senior Managers of Entities										
Basic Salaries and Wages					10 851	10 851	10 851	11 280	11 975	12 349
Pension and UIF Contributions					174	174	174	13	13	14
Medical Aid Contributions					82	82	82	366	388	396
Overtime										
Performance Bonus										
Motor Vehicle Allowance					473	473	473	475	503	513
Cellphone Allowance					108	108	108	112	119	121
Housing Allowances										
Other benefits and allowances					14	14	14	15	16	18
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities					**11 702**	**11 702**	**11 702**	**12 262**	**13 014**	**13 410**
% increase	4							**4.8%**	**6.1%**	**3.0%**
Other Staff of Entities										
Basic Salaries and Wages					92 575	92 575	92 575	183 985	205 743	221 810
Pension and UIF Contributions					10 095	10 095	10 095	27 886	27 140	29 955
Medical Aid Contributions					8 627	8 627	8 627	26 001	24 979	27 926
Overtime					9 753	9 753	9 753	9 397	9 952	10 121
Performance Bonus								13 316	13 039	14 308
Motor Vehicle Allowance					7 176	7 176	7 176	15 662	15 388	16 180
Cellphone Allowance					622	622	622	752	717	809
Housing Allowances					1 816	1 816	1 816	1 163	1 232	1 249
Other benefits and allowances					2 416	2 416	2 416	2 680	2 896	3 157
Payments in lieu of leave								8 071	8 547	8 547
Long service awards								637	675	688
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities					**133 081**	**133 081**	**133 081**	**289 550**	**310 309**	**334 751**
% increase	4							**117.6%**	**7.2%**	**7.9%**
Total Municipal Entities					**146 419**	**146 419**	**146 419**	**303 563**	**325 215**	**350 222**
TOTAL SALARY, ALLOWANCES & BENEFITS					**1 837 740**	**1 805 583**	**1 805 583**	**1 765 476**	**1 888 000**	**2 019 277**
% increase	4					**(1.7%)**		**(2.2%)**	**6.9%**	**7.0%**
TOTAL MANAGERS AND STAFF	5				**1 780 160**	**1 748 003**	**1 748 003**	**1 703 525**	**1 821 755**	**1 948 486**

Free State: Letsemeng(FS161) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages								3 000	3 200	3 300
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance								270	285	307
Cellphone Allowance								230	215	300
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors								**3 500**	**3 700**	**3 907**
% increase	4								**5.7%**	**5.6%**
Senior Managers of the Municipality	2									
Basic Salaries and Wages								2 788	2 947	3 112
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance								266	266	281
Cellphone Allowance								60	60	63
Housing Allowances								409	409	432
Other benefits and allowances								44	46	49
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality								**3 567**	**3 728**	**3 936**
% increase	4								**4.5%**	**5.6%**
Other Municipal Staff										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff										
% increase	4									
Total Parent Municipality								**7 067**	**7 427**	**7 843**
% increase	4								**5.1%**	**5.6%**
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS								**7 067**	**7 427**	**7 843**
% increase	4								**5.1%**	**5.6%**
TOTAL MANAGERS AND STAFF	5							**3 567**	**3 728**	**3 936**

Free State: Kopanong(FS162) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages								3 758	4 134	4 547
Pension and UIF Contributions								247	272	299
Medical Aid Contributions										
Motor Vehicle Allowance								411	453	498
Cellphone Allowance								167	184	202
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors								**4 583**	**5 042**	**5 546**
% increase	4								**10.0%**	**10.0%**
Senior Managers of the Municipality	2									
Basic Salaries and Wages								4 287	4 583	4 904
Pension and UIF Contributions								773	827	885
Medical Aid Contributions								139	149	159
Overtime										
Performance Bonus										
Motor Vehicle Allowance								648	693	741
Cellphone Allowance								34	36	38
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality								**5 881**	**6 287**	**6 727**
% increase	4								**6.9%**	**7.0%**
Other Municipal Staff										
Basic Salaries and Wages								70 590	75 460	80 743
Pension and UIF Contributions								12 461	13 321	14 253
Medical Aid Contributions								10 307	11 018	11 789
Overtime								1 424	1 522	1 629
Performance Bonus										
Motor Vehicle Allowance								4 152	4 438	4 749
Cellphone Allowance								1 927	2 060	2 205
Housing Allowances								228	244	261
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff								**101 089**	**108 064**	**115 628**
% increase	4								**6.9%**	**7.0%**
Total Parent Municipality								**111 553**	**119 392**	**127 901**
% increase	4								**7.0%**	**7.1%**
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS								**111 553**	**119 392**	**127 901**
% increase	4								**7.0%**	**7.1%**
TOTAL MANAGERS AND STAFF	5							**106 970**	**114 351**	**122 355**

Free State: Mohokare(FS163) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages								2 886	3 051	3 221
Pension and UIF Contributions								223	236	249
Medical Aid Contributions								180	190	201
Motor Vehicle Allowance								513	542	573
Cellphone Allowance								243	257	271
Housing Allowances								27	29	30
Other benefits and allowances								36	38	40
Sub Total - Councillors								**4 109**	**4 343**	**4 586**
% increase	4								**5.7%**	**5.6%**
Senior Managers of the Municipality	2									
Basic Salaries and Wages								2 837	2 998	3 166
Pension and UIF Contributions								416	440	464
Medical Aid Contributions								45	47	50
Overtime										
Performance Bonus										
Motor Vehicle Allowance								437	462	488
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances								39	42	44
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality								**3 774**	**3 989**	**4 212**
% increase	4								**5.7%**	**5.6%**
Other Municipal Staff										
Basic Salaries and Wages								41 585	43 955	46 417
Pension and UIF Contributions								7 121	7 527	7 949
Medical Aid Contributions								3 462	3 659	3 864
Overtime								3 390	3 583	3 784
Performance Bonus										
Motor Vehicle Allowance								2 153	2 276	2 403
Cellphone Allowance								243	257	271
Housing Allowances								760	804	849
Other benefits and allowances								1 519	1 606	1 696
Payments in lieu of leave								845	893	943
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff								**61 079**	**64 560**	**68 176**
% increase	4								**5.7%**	**5.6%**
Total Parent Municipality								**68 961**	**72 892**	**76 974**
% increase	4								**5.7%**	**5.6%**
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS								**68 961**	**72 892**	**76 974**
% increase	4								**5.7%**	**5.6%**
TOTAL MANAGERS AND STAFF	5							**64 852**	**68 549**	**72 388**

Free State: Xhariep(DC16) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		2 375		2 870	2 771	3 697	3 697	3 772	3 998	4 238
Pension and UIF Contributions		170		174	228	128	128	122	130	137
Medical Aid Contributions		175		217	236	89	89	80	85	90
Motor Vehicle Allowance		352		325	312	65	65			
Cellphone Allowance		227		205	178	229	229	305	323	343
Housing Allowances		246		205	205	17	17			
Other benefits and allowances		80		50	28	75	75	38	40	42
Sub Total - Councillors		**3 625**		**4 045**	**3 959**	**4 301**	**4 301**	**4 317**	**4 576**	**4 851**
% increase	4		**(100.0%)**		**(2.1%)**	**8.7%**		**0.4%**	**6.0%**	**6.0%**
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 134		2 112	4 363	3 376	3 376	3 107	3 578	3 793
Pension and UIF Contributions		85		27	7	7	7		8	8
Medical Aid Contributions		39		69						
Overtime										
Performance Bonus		65		155						
Motor Vehicle Allowance		185		213	426	465	465	426	452	479
Cellphone Allowance		23		21				38	41	43
Housing Allowances										
Other benefits and allowances		81		26	81	33	33	38	35	37
Payments in lieu of leave		308								
Long service awards				201						
Post-retirement benefit obligations		81								
Sub Total - Senior Managers of Municipality		**3 002**		**2 825**	**4 877**	**3 881**	**3 881**	**3 609**	**4 114**	**4 361**
% increase	4		**(100.0%)**		**72.7%**	**(20.4%)**		**(7.0%)**	**14.0%**	**6.0%**
Other Municipal Staff										
Basic Salaries and Wages		1 528		21 590	23 642	24 291	24 291	25 492	27 022	28 643
Pension and UIF Contributions		30		2 600	3 581	3 598	3 598	3 862	4 094	4 339
Medical Aid Contributions		75		1 072	1 680	1 630	1 630	1 621	1 718	1 821
Overtime										
Performance Bonus		121		994						
Motor Vehicle Allowance		252		2 766	3 494	3 490	3 490	3 495	3 705	3 927
Cellphone Allowance		22		876	264	278	278	274	290	307
Housing Allowances		21		164	178	201	201	202	214	227
Other benefits and allowances				1	228	233	233	239	254	269
Payments in lieu of leave		126								
Long service awards				26						
Post-retirement benefit obligations		257								
Sub Total - Other Municipal Staff		**2 432**		**30 089**	**33 067**	**33 721**	**33 721**	**35 185**	**37 296**	**39 534**
% increase	4		**(100.0%)**		**9.9%**	**2.0%**		**4.3%**	**6.0%**	**6.0%**
Total Parent Municipality		**9 059**		**36 959**	**41 904**	**41 904**	**41 904**	**43 111**	**45 986**	**48 745**
% increase	4		**(100.0%)**		**13.4%**			**2.9%**	**6.7%**	**6.0%**
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		**9 059**		**36 959**	**41 904**	**41 904**	**41 904**	**43 111**	**45 986**	**48 745**
% increase	4		**(100.0%)**		**13.4%**			**2.9%**	**6.7%**	**6.0%**
TOTAL MANAGERS AND STAFF	5	**5 434**		**32 914**	**37 945**	**37 602**	**37 602**	**38 794**	**41 410**	**43 895**

Free State: Masilonyana(FS181) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages								4 585	4 892	5 215
Pension and UIF Contributions										
Medical Aid Contributions								40	43	45
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances								2 358	2 516	2 682
Sub Total - Councillors								**6 983**	**7 451**	**7 943**
% increase	4								**6.7%**	**6.6%**
Senior Managers of the Municipality	2									
Basic Salaries and Wages								3 900	4 161	4 436
Pension and UIF Contributions								106	113	121
Medical Aid Contributions								170	181	193
Overtime										
Performance Bonus										
Motor Vehicle Allowance								1 488	1 588	1 692
Cellphone Allowance								28	30	32
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality								**5 692**	**6 073**	**6 474**
% increase	4								**6.7%**	**6.6%**
Other Municipal Staff										
Basic Salaries and Wages								52 370	55 878	59 566
Pension and UIF Contributions								7 846	8 372	8 924
Medical Aid Contributions								6 007	6 409	6 832
Overtime								2 878	3 071	3 274
Performance Bonus										
Motor Vehicle Allowance								5 438	5 802	6 185
Cellphone Allowance								546	583	621
Housing Allowances								618	659	703
Other benefits and allowances								3 705	3 953	4 214
Payments in lieu of leave								1 530	1 633	1 740
Long service awards								2 656	2 834	3 021
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff								**83 594**	**89 194**	**95 081**
% increase	4								**6.7%**	**6.6%**
Total Parent Municipality								**96 269**	**102 718**	**109 498**
% increase	4								**6.7%**	**6.6%**
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS								**96 269**	**102 718**	**109 498**
% increase	4								**6.7%**	**6.6%**
TOTAL MANAGERS AND STAFF	5							**89 286**	**95 268**	**101 555**

Free State: Tokologo(FS182) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors										
% increase	4									
Senior Managers of the Municipality	2									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										
% increase	4									
Other Municipal Staff										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff										
% increase	4									
Total Parent Municipality										
% increase	4									
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS										
% increase	4									
TOTAL MANAGERS AND STAFF	5									

Free State: Tswelopele(FS183) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages								4 338	4 772	5 249
Pension and UIF Contributions								520	520	520
Medical Aid Contributions								248	248	248
Motor Vehicle Allowance								62	62	62
Cellphone Allowance								373	373	373
Housing Allowances										
Other benefits and allowances								593	773	971
Sub Total - Councillors								**6 135**	**6 749**	**7 424**
% increase	4								**10.0%**	**10.0%**
Senior Managers of the Municipality	2									
Basic Salaries and Wages								4 466	4 913	5 404
Pension and UIF Contributions								666	732	805
Medical Aid Contributions								174	191	210
Overtime										
Performance Bonus								790	869	956
Motor Vehicle Allowance								621	683	752
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality								**6 717**	**7 389**	**8 128**
% increase	4								**10.0%**	**10.0%**
Other Municipal Staff										
Basic Salaries and Wages								35 786	45 977	52 417
Pension and UIF Contributions								6 460	6 980	6 980
Medical Aid Contributions								3 188	3 436	3 436
Overtime								1 803	1 803	1 803
Performance Bonus										
Motor Vehicle Allowance								1 997	2 059	2 059
Cellphone Allowance								136	136	136
Housing Allowances								55	55	55
Other benefits and allowances								2 981	3 948	3 948
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff								**52 406**	**64 394**	**70 834**
% increase	4								**22.9%**	**10.0%**
Total Parent Municipality								**65 258**	**78 532**	**86 386**
% increase	4								**20.3%**	**10.0%**
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS								**65 258**	**78 532**	**86 386**
% increase	4								**20.3%**	**10.0%**
TOTAL MANAGERS AND STAFF	5							**59 123**	**71 783**	**78 962**

Free State: Matjhabeng(FS184) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		13 783	10 036	12 438	17 443	17 443	17 443	18 734	19 840	20 990
Pension and UIF Contributions		1 255	1 464	3 266	2 327	2 327	2 327	2 500	2 647	2 801
Medical Aid Contributions		748	873	934	570	570	570	612	649	686
Motor Vehicle Allowance		2 473	2 884	2 109	6 483	6 483	6 483	6 963	7 374	7 802
Cellphone Allowance		2	3	3	1 523	1 523	1 523	1 636	1 733	1 833
Housing Allowances										
Other benefits and allowances		6 421	7 489	8 013	204	204	204	219	232	245
Sub Total - Councillors		**24 682**	**22 748**	**26 763**	**28 552**	**28 552**	**28 552**	**30 664**	**32 474**	**34 357**
% increase	4		**(7.8%)**	**17.6%**	**6.7%**			**7.4%**	**5.9%**	**5.8%**
Senior Managers of the Municipality	2									
Basic Salaries and Wages		6 456	6 972	7 460	7 953	7 953	7 953	8 541	9 045	9 570
Pension and UIF Contributions		437	472	505	539	539	539	578	613	648
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance		336	363	388	414	414	414	444	471	498
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		**7 229**	**7 807**	**8 354**	**8 905**	**8 905**	**8 905**	**9 564**	**10 129**	**10 716**
% increase	4		**8.0%**	**7.0%**	**6.6%**			**7.4%**	**5.9%**	**5.8%**
Other Municipal Staff										
Basic Salaries and Wages				318 532	355 841	355 841	355 841	431 429	456 003	481 521
Pension and UIF Contributions				47 935	52 893	52 893	52 893	57 199	59 847	63 197
Medical Aid Contributions				32 626	35 531	35 531	35 531	51 955	40 412	42 756
Overtime				49 354	38 255	38 255	38 255	41 086	43 510	46 033
Performance Bonus										
Motor Vehicle Allowance				30 950	31 101	31 101	31 101	31 120	35 373	37 425
Cellphone Allowance				1 584	266	266	266	247	261	276
Housing Allowances				2 651	3 950	3 950	3 950	3 788	4 004	4 228
Other benefits and allowances				56 006	38 256	38 256	38 256	23 075	24 391	25 757
Payments in lieu of leave				21 002	18 929	18 929	18 929	27 426	28 990	30 613
Long service awards				268	269	269	269	1 482	1 567	1 655
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff				**560 909**	**575 291**	**575 291**	**575 291**	**668 808**	**694 357**	**733 461**
% increase	4				**2.6%**			**16.3%**	**3.8%**	**5.6%**
Total Parent Municipality		**31 911**	**30 556**	**596 026**	**612 748**	**612 748**	**612 748**	**709 037**	**736 960**	**778 534**
% increase	4		**(4.2%)**	**1850.6%**	**2.8%**			**15.7%**	**3.9%**	**5.6%**
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		**31 911**	**30 556**	**596 026**	**612 748**	**612 748**	**612 748**	**709 037**	**736 960**	**778 534**
% increase	4		**(4.2%)**	**1850.6%**	**2.8%**			**15.7%**	**3.9%**	**5.6%**
TOTAL MANAGERS AND STAFF	5	**7 229**	**7 807**	**569 263**	**584 197**	**584 197**	**584 197**	**678 372**	**704 486**	**744 177**

Free State: Nala(FS185) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		4 753	4 960	8 165	7 844	7 993	7 993	5 307	5 663	6 036
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		780	1 677					1 925	2 054	2 190
Cellphone Allowance		1 444	496					538	574	612
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		**6 977**	**7 133**	**8 165**	**7 844**	**7 993**	**7 993**	**7 770**	**8 291**	**8 838**
% increase	4		**2.2%**	**14.5%**	**(3.9%)**	**1.9%**		**(2.8%)**	**6.7%**	**6.6%**
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 068	3 786	3 684	3 942	3 642	3 642	3 912	4 174	4 450
Pension and UIF Contributions		9						6	6	7
Medical Aid Contributions										
Overtime										
Performance Bonus		5 321	5 669							
Motor Vehicle Allowance		763	933	793	793	669	669	719	767	818
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		**9 162**	**10 387**	**4 477**	**4 735**	**4 311**	**4 311**	**4 637**	**4 947**	**5 274**
% increase	4		**13.4%**	**(56.9%)**	**5.8%**	**(9.0%)**		**7.6%**	**6.7%**	**6.6%**
Other Municipal Staff										
Basic Salaries and Wages		64 462	67 875	71 183	76 518	74 244	74 244	79 738	85 080	90 695
Pension and UIF Contributions		11 253	12 631	14 225	14 192	14 143	14 143	15 184	16 201	17 270
Medical Aid Contributions		5 371	6 248	6 046	7 214	7 453	7 453	8 005	8 541	9 105
Overtime		8 558	8 357	8 642	9 514	9 174	9 174	9 853	10 513	11 207
Performance Bonus										
Motor Vehicle Allowance		6 727	7 279	4 121	3 000	2 676	2 676	2 873	3 065	3 267
Cellphone Allowance				83	170	171	171	184	196	209
Housing Allowances		123	132	136	517	179	179	192	205	219
Other benefits and allowances		2 059	2 689	11 426	14 078	14 405	14 405	15 471	16 508	17 597
Payments in lieu of leave		1 653	1 671	970	2 265	2 152	2 152	2 311	2 466	2 629
Long service awards					538	430	430	461	492	524
Post-retirement benefit obligations		2 260	1 526		1 937	1 200	1 200	1 289	1 375	1 466
Sub Total - Other Municipal Staff		**102 467**	**108 410**	**116 832**	**129 942**	**126 227**	**126 227**	**135 559**	**144 641**	**154 188**
% increase	4		**5.8%**	**7.8%**	**11.2%**	**(2.9%)**		**7.4%**	**6.7%**	**6.6%**
Total Parent Municipality		**118 606**	**125 929**	**129 474**	**142 521**	**138 531**	**138 531**	**147 966**	**157 879**	**168 299**
% increase	4		**6.2%**	**2.8%**	**10.1%**	**(2.8%)**		**6.8%**	**6.7%**	**6.6%**
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		**118 606**	**125 929**	**129 474**	**142 521**	**138 531**	**138 531**	**147 966**	**157 879**	**168 299**
% increase	4		**6.2%**	**2.8%**	**10.1%**	**(2.8%)**		**6.8%**	**6.7%**	**6.6%**
TOTAL MANAGERS AND STAFF	5	**111 629**	**118 797**	**121 309**	**134 677**	**130 538**	**130 538**	**140 196**	**149 589**	**159 462**

Free State: Lejweleputswa(DC18) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		4 855	5 870	5 837	5 483	6 066	6 066	5 106	5 310	5 575
Pension and UIF Contributions					759	813	813	725	754	792
Medical Aid Contributions		1 150	1 080	1 081	342	372	372	280	291	306
Motor Vehicle Allowance		1 976	1 886	1 666	1 741	1 854	1 854	1 470	1 521	1 588
Cellphone Allowance		398	389	391	396	420	420	334	347	365
Housing Allowances										
Other benefits and allowances		332	68	67						
Sub Total - Councillors		**8 713**	**9 294**	**9 042**	**8 721**	**9 526**	**9 526**	**7 915**	**8 223**	**8 625**
% increase	4		**6.7%**	**(2.7%)**	**(3.6%)**	**9.2%**		**(16.9%)**	**3.9%**	**4.9%**
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 682	3 413	3 571	5 400	5 347	5 347	5 127	5 332	5 599
Pension and UIF Contributions		646	587	767						
Medical Aid Contributions										
Overtime										
Performance Bonus		169			694	749	749	730	759	797
Motor Vehicle Allowance		653	753	789						
Cellphone Allowance		89	120	132	120	120	120	120	125	131
Housing Allowances		261	274	246						
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		**4 501**	**5 147**	**5 505**	**6 215**	**6 216**	**6 216**	**5 977**	**6 216**	**6 527**
% increase	4		**14.3%**	**7.0%**	**12.9%**			**(3.8%)**	**4.0%**	**5.0%**
Other Municipal Staff										
Basic Salaries and Wages		31 219	36 698	40 766	40 674	39 525	39 525	42 771	44 482	46 706
Pension and UIF Contributions		5 765	6 020	6 172	6 874	6 624	6 624	7 255	7 545	7 922
Medical Aid Contributions		2 907	3 140	3 363	3 918	3 775	3 775	3 851	4 005	4 206
Overtime		188	232	44		49	49			
Performance Bonus										
Motor Vehicle Allowance		5 282	5 299	5 466	5 958	6 394	6 394	7 745	8 055	8 458
Cellphone Allowance		235	197	196	216	120	120	109	114	119
Housing Allowances		327	276	368	431	429	429	478	497	522
Other benefits and allowances		1 262	3 028	1 301	1 098	1 087	1 087	1 386	1 441	1 513
Payments in lieu of leave		2 250	2 501	2 849						
Long service awards		3 192			364	463	463	491	511	536
Post-retirement benefit obligations		3 612								
Sub Total - Other Municipal Staff		**56 239**	**57 391**	**60 525**	**59 535**	**58 466**	**58 466**	**64 086**	**66 649**	**69 982**
% increase	4		**2.0%**	**5.5%**	**(1.6%)**	**(1.8%)**		**9.6%**	**4.0%**	**5.0%**
Total Parent Municipality		**69 453**	**71 831**	**75 072**	**74 470**	**74 208**	**74 208**	**77 978**	**81 089**	**85 134**
% increase	4		**3.4%**	**4.5%**	**(0.8%)**	**(0.4%)**		**5.1%**	**4.0%**	**5.0%**
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees								60	66	73
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities								**60**	**66**	**73**
% increase	4								**10.0%**	**10.0%**
Senior Managers of Entities										
Basic Salaries and Wages								1 058	1 117	1 178
Pension and UIF Contributions								0	1	1
Medical Aid Contributions										
Overtime										
Performance Bonus								51	54	56
Motor Vehicle Allowance								68	71	75
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave								6	6	6
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities								**1 183**	**1 248**	**1 317**
% increase	4								**5.5%**	**5.5%**
Other Staff of Entities										
Basic Salaries and Wages								2 413	2 546	2 686
Pension and UIF Contributions								435	459	484
Medical Aid Contributions								151	159	167
Overtime										
Performance Bonus										
Motor Vehicle Allowance								152	160	169
Cellphone Allowance								11	12	13
Housing Allowances								53	56	59
Other benefits and allowances										
Payments in lieu of leave								46	49	51
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities								**3 262**	**3 441**	**3 630**
% increase	4								**5.5%**	**5.5%**
Total Municipal Entities								**4 505**	**4 755**	**5 019**
TOTAL SALARY, ALLOWANCES & BENEFITS		**69 453**	**71 831**	**75 072**	**74 470**	**74 208**	**74 208**	**82 483**	**85 844**	**90 153**
% increase	4		**3.4%**	**4.5%**	**(0.8%)**	**(0.4%)**		**11.2%**	**4.1%**	**5.0%**
TOTAL MANAGERS AND STAFF	5	**60 740**	**62 538**	**66 030**	**65 750**	**64 682**	**64 682**	**74 508**	**77 555**	**81 455**

Free State: Setsoto(FS191) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages								7 190	7 614	8 056
Pension and UIF Contributions								332	351	372
Medical Aid Contributions								442	469	496
Motor Vehicle Allowance								1 106	1 171	1 239
Cellphone Allowance								664	703	744
Housing Allowances								553	586	620
Other benefits and allowances								774	820	868
Sub Total - Councillors								**11 062**	**11 714**	**12 394**
% increase	4								**5.9%**	**5.8%**
Senior Managers of the Municipality	2									
Basic Salaries and Wages								6 070	6 428	6 801
Pension and UIF Contributions								10	10	11
Medical Aid Contributions										
Overtime										
Performance Bonus								244	258	273
Motor Vehicle Allowance								505	535	566
Cellphone Allowance										
Housing Allowances								100	106	112
Other benefits and allowances								459	486	514
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality								**7 387**	**7 822**	**8 276**
% increase	4								**5.9%**	**5.8%**
Other Municipal Staff										
Basic Salaries and Wages								109 620	116 088	122 821
Pension and UIF Contributions								20 161	21 351	22 589
Medical Aid Contributions								11 444	12 120	12 822
Overtime								8 665	9 176	9 709
Performance Bonus								8 159	8 640	9 141
Motor Vehicle Allowance								10 759	11 394	12 055
Cellphone Allowance								579	613	649
Housing Allowances								498	527	558
Other benefits and allowances								5 498	5 822	6 160
Payments in lieu of leave								99	105	111
Long service awards								38	40	43
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff								**175 521**	**185 877**	**196 658**
% increase	4								**5.9%**	**5.8%**
Total Parent Municipality								**193 969**	**205 413**	**217 327**
% increase	4								**5.9%**	**5.8%**
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS								**193 969**	**205 413**	**217 327**
% increase	4								**5.9%**	**5.8%**
TOTAL MANAGERS AND STAFF	5							**182 908**	**193 699**	**204 934**

Free State: Dihlabeng(FS192) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		9 351	8 673	11 099	7 993		7 993	10 796	11 411	12 050
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		2 556	3 665	3 491	3 904		3 904	2 244	2 372	2 505
Cellphone Allowance		832								
Housing Allowances										
Other benefits and allowances				5 001						
Sub Total - Councillors		**12 739**	**12 338**	**19 591**	**11 898**		**11 898**	**13 040**	**13 783**	**14 555**
% increase	4		**(3.1%)**	**58.8%**	**(39.3%)**	**(100.0%)**		**9.6%**	**5.7%**	**5.6%**
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 967	14 821	5 985	6 257		6 257	6 695	7 164	7 665
Pension and UIF Contributions		65								
Medical Aid Contributions		149								
Overtime										
Performance Bonus										
Motor Vehicle Allowance		1 842	6 575	5 831	1 647		1 763	1 886	2 018	2 159
Cellphone Allowance		72	278	292	336		336	360	385	412
Housing Allowances			300	315	338		338	361	386	414
Other benefits and allowances		40	5 860							
Payments in lieu of leave		324								
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		**7 458**	**27 834**	**12 423**	**8 579**		**8 694**	**9 302**	**9 954**	**10 650**
% increase	4		**273.2%**	**(55.4%)**	**(30.9%)**	**(100.0%)**		**7.0%**	**7.0%**	**7.0%**
Other Municipal Staff										
Basic Salaries and Wages		102 113	87 772	110 589	119 115		119 115	120 604	127 289	134 317
Pension and UIF Contributions		21 598	18 455	19 776	22 556		22 556	21 229	22 420	23 676
Medical Aid Contributions		12 999	12 505	12 997	15 502		15 502	15 634	16 515	17 440
Overtime		11 986	5 138	8 799	4 364		4 364	5 311	5 613	5 928
Performance Bonus										
Motor Vehicle Allowance		2 452		5 831	4 603		4 603	4 888	5 129	5 388
Cellphone Allowance		366		314						
Housing Allowances		312	5 898	3 013	2 892		2 892	1 530	1 612	1 697
Other benefits and allowances		756	17 890	11 972	26 844		26 844	24 962	26 349	27 806
Payments in lieu of leave		4 614		998	1 070		1 070	1 145	1 225	1 311
Long service awards			581	1 195	1 282		1 282	585	618	653
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		**157 195**	**148 240**	**175 485**	**198 228**		**198 228**	**195 890**	**206 770**	**218 215**
% increase	4		**(5.7%)**	**18.4%**	**13.0%**	**(100.0%)**		**(1.2%)**	**5.6%**	**5.5%**
Total Parent Municipality		**177 392**	**188 412**	**207 499**	**218 704**		**218 820**	**218 232**	**230 507**	**243 420**
% increase	4		**6.2%**	**10.1%**	**5.4%**	**(100.0%)**		**(0.3%)**	**5.6%**	**5.6%**
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		**177 392**	**188 412**	**207 499**	**218 704**		**218 820**	**218 232**	**230 507**	**243 420**
% increase	4		**6.2%**	**10.1%**	**5.4%**	**(100.0%)**		**(0.3%)**	**5.6%**	**5.6%**
TOTAL MANAGERS AND STAFF	5	**164 653**	**176 074**	**187 908**	**206 807**		**206 922**	**205 193**	**216 724**	**228 866**

Free State: Nketoana(FS193) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages								6 701	7 103	7 530
Pension and UIF Contributions								445	472	501
Medical Aid Contributions								15	16	16
Motor Vehicle Allowance								1 176	1 247	1 322
Cellphone Allowance								502	532	564
Housing Allowances										
Other benefits and allowances								213	225	239
Sub Total - Councillors								**9 053**	**9 596**	**10 172**
% increase	4								**6.0%**	**6.0%**
Senior Managers of the Municipality	2									
Basic Salaries and Wages								5 614	5 950	6 307
Pension and UIF Contributions								177	188	199
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance								1 106	1 172	1 243
Cellphone Allowance								144	152	162
Housing Allowances								323	342	363
Other benefits and allowances								266	282	299
Payments in lieu of leave								79	84	89
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality								**7 708**	**8 171**	**8 661**
% increase	4								**6.0%**	**6.0%**
Other Municipal Staff										
Basic Salaries and Wages								55 430	58 756	62 281
Pension and UIF Contributions								8 865	9 396	9 960
Medical Aid Contributions								2 696	2 858	3 029
Overtime								7 414	7 859	8 331
Performance Bonus								3 496	3 706	3 929
Motor Vehicle Allowance								1 989	2 108	2 235
Cellphone Allowance								249	264	279
Housing Allowances								684	725	768
Other benefits and allowances								5 060	5 364	5 685
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff								**85 882**	**91 035**	**96 498**
% increase	4								**6.0%**	**6.0%**
Total Parent Municipality								**102 643**	**108 802**	**115 330**
% increase	4								**6.0%**	**6.0%**
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS								**102 643**	**108 802**	**115 330**
% increase	4								**6.0%**	**6.0%**
TOTAL MANAGERS AND STAFF	5							**93 591**	**99 206**	**105 158**

Free State: Maluti-a-Phofung(FS194) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages										
Pension and UIF Contributions		1 696	1 789	1 993	2 061	344	344	368	386	405
Medical Aid Contributions		245	248	250	252	181	181	194	204	214
Motor Vehicle Allowance		3 061	3 047	2 951	3 235	1 251	1 251	1 338	1 405	1 476
Cellphone Allowance		1 384	1 471	1 410	1 584	954	954	1 021	1 072	1 125
Housing Allowances										
Other benefits and allowances		13 789	16 934	16 530	16 967	19 099	19 099	20 436	21 458	22 531
Sub Total - Councillors		**20 174**	**23 489**	**23 134**	**24 098**	**21 829**	**21 829**	**23 357**	**24 525**	**25 751**
% increase	4		**16.4%**	**(1.5%)**	**4.2%**	**(9.4%)**		**7.0%**	**5.0%**	**5.0%**
Senior Managers of the Municipality	2									
Basic Salaries and Wages		12 256	7 269	9 100	8 915	6 535	6 535	10 276	10 790	11 330
Pension and UIF Contributions		487	1 520	424	602	439	439	484	509	534
Medical Aid Contributions		124	25	87	150	116	116	203	213	223
Overtime										
Performance Bonus										
Motor Vehicle Allowance		1 185	1 807	1 153	1 623	783	783	1 481	1 555	1 633
Cellphone Allowance		115	96	115	240	308	308	186	195	205
Housing Allowances										
Other benefits and allowances		85		177		629	629	110	116	121
Payments in lieu of leave				292		212	212			
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		**14 252**	**10 716**	**11 347**	**11 530**	**9 021**	**9 021**	**12 741**	**13 378**	**14 046**
% increase	4		**(24.8%)**	**5.9%**	**1.6%**	**(21.8%)**		**41.2%**	**5.0%**	**5.0%**
Other Municipal Staff										
Basic Salaries and Wages		133 095	154 015	191 569	246 563	195 691	195 691	238 904	250 849	263 391
Pension and UIF Contributions		17 666	24 299	31 122	35 142	31 738	31 738	34 321	36 037	37 839
Medical Aid Contributions		8 560	9 082	10 588	12 599	10 823	10 823	11 796	12 386	13 005
Overtime		20 221	26 863	28 116	5 452	32 951	32 951	13 499	14 174	14 883
Performance Bonus										
Motor Vehicle Allowance		949	3 369	6 987	13 601	11 073	11 073	12 092	12 697	13 332
Cellphone Allowance		365	693	934	1 091	725	725	839	881	925
Housing Allowances		652	678	1 338	1 508	1 295	1 295	1 386	1 455	1 528
Other benefits and allowances		27 995	12 780	7 617	6 992	26 084	26 084	10 569	11 098	11 653
Payments in lieu of leave		6 638	13 029	16 952	973	2 655	2 655	2 840	2 982	3 131
Long service awards		(108)	(152)	2 007	1 438	3 924	3 924	4 198	4 408	4 628
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		**216 035**	**244 657**	**297 229**	**325 360**	**316 958**	**316 958**	**330 445**	**346 967**	**364 315**
% increase	4		**13.2%**	**21.5%**	**9.5%**	**(2.6%)**		**4.3%**	**5.0%**	**5.0%**
Total Parent Municipality		**250 461**	**278 861**	**331 711**	**360 987**	**347 807**	**347 807**	**366 542**	**384 870**	**404 113**
% increase	4		**11.3%**	**19.0%**	**8.8%**	**(3.7%)**		**5.4%**	**5.0%**	**5.0%**
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees								442	464	488
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities								**442**	**464**	**488**
% increase	4								**5.0%**	**5.0%**
Senior Managers of Entities										
Basic Salaries and Wages		1 659	6 575	7 101	7 456	7 669	7 669	8 283	8 697	9 132
Pension and UIF Contributions		334	1 221	1 319	1 385	1 424	1 424	1 538	1 615	1 696
Medical Aid Contributions		110	338	365	383	394	394	426	447	469
Overtime										
Performance Bonus										
Motor Vehicle Allowance		418	1 665	1 527	1 328	1 942	1 942	2 097	2 202	2 312
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		257	256	271	560	420	420			
Payments in lieu of leave		135	50							
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		**2 913**	**10 105**	**10 583**	**11 112**	**11 850**	**11 850**	**12 344**	**12 961**	**13 609**
% increase	4		**246.9%**	**4.7%**	**5.0%**	**6.6%**		**4.2%**	**5.0%**	**5.0%**
Other Staff of Entities										
Basic Salaries and Wages		43 883	36 295	56 149	66 377	60 249	60 249	61 635	64 717	67 953
Pension and UIF Contributions		7 359	6 320	6 826	7 167	6 722	6 722	7 259	7 622	8 003
Medical Aid Contributions		3 642	4 101	4 429	4 650	4 400	4 400	4 752	4 989	5 239
Overtime		12 152	6 530	7 054	7 406	11 212	11 212	9 949	10 446	10 969
Performance Bonus										
Motor Vehicle Allowance		3 181	2 884	2 422	2 543	5 058	5 058	5 463	5 736	6 023
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		2 242	15 936	19 044	11 753	9 911	9 911	10 704	11 239	11 801
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities		**72 459**	**72 066**	**95 924**	**99 898**	**97 552**	**97 552**	**99 762**	**104 750**	**109 988**
% increase	4		**(0.5%)**	**33.1%**	**4.1%**	**(2.3%)**		**2.3%**	**5.0%**	**5.0%**
Total Municipal Entities		**75 372**	**82 171**	**106 507**	**111 010**	**109 402**	**109 402**	**112 548**	**118 176**	**124 085**
TOTAL SALARY, ALLOWANCES & BENEFITS		**325 833**	**361 033**	**438 217**	**471 997**	**457 209**	**457 209**	**479 091**	**503 045**	**528 198**
% increase	4		**10.8%**	**21.4%**	**7.7%**	**(3.1%)**		**4.8%**	**5.0%**	**5.0%**
TOTAL MANAGERS AND STAFF	5	**305 659**	**337 544**	**415 083**	**447 899**	**435 380**	**435 380**	**455 292**	**478 056**	**501 959**

Free State: Phumelela(FS195) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages								3 633	3 851	4 082
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance								1 211	1 284	1 361
Cellphone Allowance								365	387	410
Housing Allowances										
Other benefits and allowances								514	545	578
Sub Total - Councillors								**5 723**	**6 067**	**6 431**
% increase	4								**6.0%**	**6.0%**
Senior Managers of the Municipality	2									
Basic Salaries and Wages								2 543	2 698	2 862
Pension and UIF Contributions								188	199	212
Medical Aid Contributions								279	296	314
Overtime										
Performance Bonus										
Motor Vehicle Allowance								898	953	1 011
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances								0	0	0
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality								**3 908**	**4 146**	**4 399**
% increase	4								**6.1%**	**6.1%**
Other Municipal Staff										
Basic Salaries and Wages								38 087	40 716	43 485
Pension and UIF Contributions								3 505	3 746	4 001
Medical Aid Contributions								1 491	1 593	1 702
Overtime								2 570	2 731	2 900
Performance Bonus										
Motor Vehicle Allowance								1 674	1 790	1 911
Cellphone Allowance								10	10	11
Housing Allowances								656	701	749
Other benefits and allowances								6 642	7 069	7 518
Payments in lieu of leave								3 110	3 324	3 551
Long service awards								81	86	92
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff								**57 824**	**61 768**	**65 920**
% increase	4								**6.8%**	**6.7%**
Total Parent Municipality								**67 456**	**71 981**	**76 750**
% increase	4								**6.7%**	**6.6%**
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS								**67 456**	**71 981**	**76 750**
% increase	4								**6.7%**	**6.6%**
TOTAL MANAGERS AND STAFF	5							**61 732**	**65 914**	**70 319**

Free State: Mantsopa(FS196) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages								3 704	3 953	4 214
Pension and UIF Contributions								556	593	632
Medical Aid Contributions								166	177	189
Motor Vehicle Allowance								1 182	1 262	1 345
Cellphone Allowance								381	407	433
Housing Allowances										
Other benefits and allowances								66	70	75
Sub Total - Councillors								**6 055**	**6 461**	**6 887**
% increase	4								**6.7%**	**6.6%**
Senior Managers of the Municipality	2									
Basic Salaries and Wages										
Pension and UIF Contributions								619	661	704
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality								**619**	**661**	**704**
% increase	4								**6.7%**	**6.6%**
Other Municipal Staff										
Basic Salaries and Wages								54 823	58 496	62 357
Pension and UIF Contributions								8 042	8 580	9 147
Medical Aid Contributions								7 389	7 884	8 404
Overtime								4 090	4 364	4 652
Performance Bonus										
Motor Vehicle Allowance								4 160	4 438	4 731
Cellphone Allowance										
Housing Allowances								773	825	879
Other benefits and allowances								704	751	800
Payments in lieu of leave										
Long service awards								666	711	758
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff								**80 646**	**86 049**	**91 728**
% increase	4								**6.7%**	**6.6%**
Total Parent Municipality								**87 320**	**93 171**	**99 320**
% increase	4								**6.7%**	**6.6%**
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS								**87 320**	**93 171**	**99 320**
% increase	4								**6.7%**	**6.6%**
TOTAL MANAGERS AND STAFF	5							**81 265**	**86 710**	**92 433**

Free State: Thabo Mofutsanyana(DC19) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		5 246	5 226	5 855	5 585	5 585	5 585	6 108	6 517	6 947
Pension and UIF Contributions		738	677	832	759	759	759	426	455	485
Medical Aid Contributions		217	216	253	219	219	219	15	16	17
Motor Vehicle Allowance		1 865	1 809	2 128	2 203	2 203	2 203	2 213	2 361	2 517
Cellphone Allowance		389	417	465	440	440	440	487	520	554
Housing Allowances		95	96	91	45	45	45	90	96	103
Other benefits and allowances										
Sub Total - Councillors		**8 550**	**8 441**	**9 625**	**9 252**	**9 252**	**9 252**	**9 340**	**9 965**	**10 623**
% increase	4		**(1.3%)**	**14.0%**	**(3.9%)**			**0.9%**	**6.7%**	**6.6%**
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 470	3 210	3 701	3 611	3 611	3 611	3 611	3 853	4 107
Pension and UIF Contributions		168	168		7	7	7	5	6	6
Medical Aid Contributions		88	97	41				54	58	62
Overtime										
Performance Bonus		502	540	541	630	630	630	636	679	724
Motor Vehicle Allowance		770	770	804	818	818	818	818	873	930
Cellphone Allowance		61	61	61	61	61	61	56	60	64
Housing Allowances		72	72							
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		**4 131**	**4 919**	**5 149**	**5 127**	**5 127**	**5 127**	**5 181**	**5 528**	**5 893**
% increase	4		**19.1%**	**4.7%**	**(0.4%)**			**1.1%**	**6.7%**	**6.6%**
Other Municipal Staff										
Basic Salaries and Wages		26 546	29 141	30 449	34 072	34 072	34 072	33 941	36 215	38 605
Pension and UIF Contributions		3 726	3 597	3 266	5 433	5 433	5 433	5 809	6 196	6 605
Medical Aid Contributions		2 588	3 434	3 304	3 211	3 211	3 211	3 216	3 432	3 658
Overtime			137	238						
Performance Bonus										
Motor Vehicle Allowance		3 303	3 823	4 085	4 709	4 709	4 709	4 512	4 815	5 133
Cellphone Allowance		345	368	329	347	347	347	390	416	444
Housing Allowances		130	191	196	267	267	267	260	278	296
Other benefits and allowances		528	7	158	10	10	10	2 840	3 032	3 232
Payments in lieu of leave			1 048	452						
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		**37 166**	**41 748**	**42 478**	**48 049**	**48 049**	**48 049**	**50 968**	**54 382**	**57 972**
% increase	4		**12.3%**	**1.7%**	**13.1%**			**6.1%**	**6.7%**	**6.6%**
Total Parent Municipality		**49 847**	**55 108**	**57 252**	**62 427**	**62 427**	**62 427**	**65 488**	**69 876**	**74 488**
% increase	4		**10.6%**	**3.9%**	**9.0%**			**4.9%**	**6.7%**	**6.6%**
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		**49 847**	**55 108**	**57 252**	**62 427**	**62 427**	**62 427**	**65 488**	**69 876**	**74 488**
% increase	4		**10.6%**	**3.9%**	**9.0%**			**4.9%**	**6.7%**	**6.6%**
TOTAL MANAGERS AND STAFF	5	**41 297**	**46 667**	**47 627**	**53 175**	**53 175**	**53 175**	**56 148**	**59 910**	**63 864**

Free State: Moqhaka(FS201) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages								10 631	11 237	11 867
Pension and UIF Contributions								1 661	1 756	1 854
Medical Aid Contributions								1 005	1 062	1 122
Motor Vehicle Allowance								4 343	4 590	4 847
Cellphone Allowance								1 190	1 258	1 329
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors								**18 831**	**19 904**	**21 019**
% increase	4								**5.7%**	**5.6%**
Senior Managers of the Municipality	2									
Basic Salaries and Wages								4 436	4 689	4 951
Pension and UIF Contributions								226	239	252
Medical Aid Contributions								208	220	232
Overtime										
Performance Bonus										
Motor Vehicle Allowance								2 144	2 266	2 393
Cellphone Allowance								92	98	103
Housing Allowances								127	134	141
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality								**7 232**	**7 645**	**8 073**
% increase	4								**5.7%**	**5.6%**
Other Municipal Staff										
Basic Salaries and Wages								139 591	147 547	155 810
Pension and UIF Contributions								22 956	24 265	25 623
Medical Aid Contributions								15 218	16 086	16 987
Overtime								18 675	19 740	20 845
Performance Bonus								13 911	14 704	15 527
Motor Vehicle Allowance								9 688	10 240	10 814
Cellphone Allowance								504	532	562
Housing Allowances								1 580	1 670	1 764
Other benefits and allowances								6 153	6 504	6 868
Payments in lieu of leave										
Long service awards								590	624	659
Post-retirement benefit obligations								2 573	2 720	2 872
Sub Total - Other Municipal Staff								**231 440**	**244 632**	**258 331**
% increase	4								**5.7%**	**5.6%**
Total Parent Municipality								**257 503**	**272 180**	**287 423**
% increase	4								**5.7%**	**5.6%**
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS								**257 503**	**272 180**	**287 423**
% increase	4								**5.7%**	**5.6%**
TOTAL MANAGERS AND STAFF	5							**238 672**	**252 276**	**266 404**

Free State: Ngwathe(FS203) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		6 821	7 284	9 441	7 906	7 645	7 645	9 986	10 555	11 155
Pension and UIF Contributions		521	556	589	633	171	171	184	195	206
Medical Aid Contributions		77	82	87	93	57	57	61	64	68
Motor Vehicle Allowance		1 796	1 918	2 029	2 183	1 982	1 982	2 129	2 250	2 376
Cellphone Allowance		563	601	636	685	872	872	940	994	1 049
Housing Allowances										
Other benefits and allowances		15								
Sub Total - Councillors		**9 793**	**10 442**	**12 781**	**11 500**	**10 727**	**10 727**	**13 300**	**14 058**	**14 853**
% increase	4		**6.6%**	**22.4%**	**(10.0%)**	**(6.7%)**		**24.0%**	**5.7%**	**5.7%**
Senior Managers of the Municipality	2									
Basic Salaries and Wages		6 618	7 067	7 402	7 964	7 964	7 964	12 018	12 703	13 414
Pension and UIF Contributions		343	366	826	889	889	889	946	1 000	1 056
Medical Aid Contributions		218	233	368	396	396	396	422	446	471
Overtime										
Performance Bonus				567	610	610	610	650	687	725
Motor Vehicle Allowance		1 940	2 072	1 747	1 879	1 879	1 879	2 001	2 115	2 234
Cellphone Allowance		158								
Housing Allowances				36	39	39	39	41	44	46
Other benefits and allowances		466	498	23	25	25	25	27	28	30
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations				271	292	292	292	311	329	347
Sub Total - Senior Managers of Municipality		**9 743**	**10 236**	**11 240**	**12 095**	**12 095**	**12 095**	**16 417**	**17 353**	**18 324**
% increase	4		**5.1%**	**9.8%**	**7.6%**			**35.7%**	**5.7%**	**5.6%**
Other Municipal Staff										
Basic Salaries and Wages		78 159	84 330	93 572	99 449	104 408	104 408	127 410	134 673	142 214
Pension and UIF Contributions		12 962	14 030	15 987	17 010	18 163	18 163	17 818	18 834	19 888
Medical Aid Contributions		4 286	7 356	7 469	7 966	8 563	8 563	8 849	9 354	9 877
Overtime		6 409	6 726	3 558	3 015	3 015	3 015	6 150	6 501	6 865
Performance Bonus		6 825	7 814	7 673	8 135	7 788	7 788	7 983	8 438	8 910
Motor Vehicle Allowance		2 069	2 209	2 744	2 877	2 775	2 775	2 995	3 165	3 342
Cellphone Allowance										
Housing Allowances		285	304	334	354	345	345	344	364	384
Other benefits and allowances		8 055	8 623	11 234	11 935	14 441	14 441	14 180	14 988	15 827
Payments in lieu of leave		1 556	2 580	663	657	1 098	1 098	1 165	1 231	1 300
Long service awards								1 377	1 455	1 537
Post-retirement benefit obligations		786	937	709	753	753	753			
Sub Total - Other Municipal Staff		**121 391**	**134 908**	**143 944**	**152 151**	**161 348**	**161 348**	**188 271**	**199 002**	**210 146**
% increase	4		**11.1%**	**6.7%**	**5.7%**	**6.0%**		**16.7%**	**5.7%**	**5.6%**
Total Parent Municipality		**140 927**	**155 586**	**167 966**	**175 746**	**184 169**	**184 169**	**217 987**	**230 413**	**243 324**
% increase	4		**10.4%**	**8.0%**	**4.6%**	**4.8%**		**18.4%**	**5.7%**	**5.6%**
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		**140 927**	**155 586**	**167 966**	**175 746**	**184 169**	**184 169**	**217 987**	**230 413**	**243 324**
% increase	4		**10.4%**	**8.0%**	**4.6%**	**4.8%**		**18.4%**	**5.7%**	**5.6%**
TOTAL MANAGERS AND STAFF	5	**131 134**	**145 144**	**155 184**	**164 246**	**173 443**	**173 443**	**204 687**	**216 355**	**228 471**

Free State: Metsimaholo(FS204) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		8 549	10 013	10 572	11 092	11 092	11 092	11 875	12 694	13 415
Pension and UIF Contributions		10	10	10	11	11	11	11	12	13
Medical Aid Contributions		13								
Motor Vehicle Allowance		2 715	3 272	3 582	3 946	3 946	3 946	3 958	4 231	4 472
Cellphone Allowance		617	908	876	938	938	938	1 014	1 084	1 146
Housing Allowances		620	207	207	357	357	357	354	379	406
Other benefits and allowances										
Sub Total - Councillors		**12 524**	**14 410**	**15 247**	**16 343**	**16 343**	**16 343**	**17 213**	**18 401**	**19 451**
% increase	4		**15.1%**	**5.8%**	**7.2%**			**5.3%**	**6.9%**	**5.7%**
Senior Managers of the Municipality	2									
Basic Salaries and Wages		6 263	7 176	7 678	8 215	8 215	8 215	9 157	9 682	10 073
Pension and UIF Contributions					11	11	11			
Medical Aid Contributions		26								
Overtime										
Performance Bonus				341	704	704	704	755	808	865
Motor Vehicle Allowance		1 720	1 253	1 253	1 253	1 253	1 253	1 253	1 341	1 436
Cellphone Allowance			60	186	186	186	186	186	199	213
Housing Allowances			340	340	340	340	340	367	393	421
Other benefits and allowances			154	61						
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		**8 010**	**8 983**	**9 860**	**10 710**	**10 710**	**10 710**	**11 718**	**12 423**	**13 008**
% increase	4		**12.2%**	**9.8%**	**8.6%**			**9.4%**	**6.0%**	**4.7%**
Other Municipal Staff										
Basic Salaries and Wages		109 177	105 147	146 158	140 565	144 882	144 882	164 136	175 735	188 501
Pension and UIF Contributions		18 766	16 843	23 916	26 177	27 212	27 212	25 481	27 754	29 201
Medical Aid Contributions		9 466	9 663	13 856	14 539	16 765	16 765	15 863	17 457	18 179
Overtime		18 838	10 635	13 038	16 590	16 190	16 190	15 189	16 207	17 115
Performance Bonus										
Motor Vehicle Allowance		6 649	13 274	16 021	17 381	17 484	17 484	17 402	18 601	19 882
Cellphone Allowance					857	1 115	1 115	1 204	1 052	1 188
Housing Allowances		1 218	592	974	1 162	1 162	1 162	1 085	1 193	1 244
Other benefits and allowances		13 510	7 249	3 249	17 668	13 798	13 798	15 090	17 981	21 539
Payments in lieu of leave			1 264	1 498	3 785	4 800	4 800	3 963	4 270	4 554
Long service awards				443						
Post-retirement benefit obligations				1 369						
Sub Total - Other Municipal Staff		**177 624**	**164 669**	**220 522**	**238 725**	**243 408**	**243 408**	**259 412**	**280 251**	**301 403**
% increase	4		**(7.3%)**	**33.9%**	**8.3%**	**2.0%**		**6.6%**	**8.0%**	**7.5%**
Total Parent Municipality		**198 158**	**188 061**	**245 629**	**265 778**	**270 461**	**270 461**	**288 343**	**311 074**	**333 863**
% increase	4		**(5.1%)**	**30.6%**	**8.2%**	**1.8%**		**6.6%**	**7.9%**	**7.3%**
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		**198 158**	**188 061**	**245 629**	**265 778**	**270 461**	**270 461**	**288 343**	**311 074**	**333 863**
% increase	4		**(5.1%)**	**30.6%**	**8.2%**	**1.8%**		**6.6%**	**7.9%**	**7.3%**
TOTAL MANAGERS AND STAFF	5	**185 634**	**173 652**	**230 382**	**249 435**	**254 118**	**254 118**	**271 131**	**292 674**	**314 411**

Free State: Mafube(FS205) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		4 750			3 327	3 327		3 360	3 394	3 428
Pension and UIF Contributions		114			489	489		494	499	504
Medical Aid Contributions		17			68	68		69	69	70
Motor Vehicle Allowance		298			1 276	1 276		1 289	1 302	1 315
Cellphone Allowance		47			238	238		241	243	245
Housing Allowances										
Other benefits and allowances		10			527	527		533	538	543
Sub Total - Councillors		**5 235**			**5 926**	**5 926**		**5 985**	**6 045**	**6 106**
% increase	4		**(100.0%)**				**(100.0%)**		**1.0%**	**1.0%**
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 999			3 450	2 795		2 823	2 851	2 880
Pension and UIF Contributions		543			171	139		140	141	143
Medical Aid Contributions					66	54		54	55	55
Overtime										
Performance Bonus										
Motor Vehicle Allowance		824			844	684		691	698	705
Cellphone Allowance					11	9		9	9	9
Housing Allowances										
Other benefits and allowances		788			1 020	834		842	851	859
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		**5 154**			**5 563**	**4 513**		**4 559**	**4 604**	**4 650**
% increase	4		**(100.0%)**			**(18.9%)**	**(100.0%)**		**1.0%**	**1.0%**
Other Municipal Staff										
Basic Salaries and Wages		60 000			47 524	52 409		50 701	51 208	51 720
Pension and UIF Contributions					9 296	11 970		11 491	11 606	11 722
Medical Aid Contributions					4 287	5 017		4 816	4 865	4 913
Overtime					1 504	1 751		1 681	1 698	1 715
Performance Bonus										
Motor Vehicle Allowance		613			3 566	4 909		4 713	4 760	4 808
Cellphone Allowance					81	98		94	95	96
Housing Allowances					37	43		42	42	42
Other benefits and allowances		3 849			15 673	8 014		7 694	7 770	7 848
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		**64 462**			**81 967**	**84 212**		**81 232**	**82 044**	**82 865**
% increase	4		**(100.0%)**			**2.7%**	**(100.0%)**		**1.0%**	**1.0%**
Total Parent Municipality		**74 851**			**93 456**	**94 652**		**91 776**	**92 694**	**93 621**
% increase	4		**(100.0%)**			**1.3%**	**(100.0%)**		**1.0%**	**1.0%**
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		**74 851**			**93 456**	**94 652**		**91 776**	**92 694**	**93 621**
% increase	4		**(100.0%)**			**1.3%**	**(100.0%)**		**1.0%**	**1.0%**
TOTAL MANAGERS AND STAFF	5	**69 616**			**87 530**	**88 726**		**85 791**	**86 649**	**87 515**

Free State: Fezile Dabi(DC20) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		4 312	4 792	4 996	6 849	7 099	7 099	7 543	7 845	8 159
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		1 395		1 622						
Cellphone Allowance		276	285	277	292	292	292			
Housing Allowances										
Other benefits and allowances			1 499							
Sub Total - Councillors		**5 983**	**6 577**	**6 895**	**7 141**	**7 391**	**7 391**	**7 543**	**7 845**	**8 159**
% increase	4		**9.9%**	**4.8%**	**3.6%**	**3.5%**		**2.1%**	**4.0%**	**4.0%**
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 445	5 097	5 086	5 390	5 086	5 086	5 486	5 854	6 240
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus		860		994	1 101	1 101	1 101	1 078	1 150	1 226
Motor Vehicle Allowance		1 419	1 493	1 493	1 590	1 514	1 514	1 620	1 729	1 843
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		**6 724**	**6 590**	**7 574**	**8 081**	**7 701**	**7 701**	**8 184**	**8 732**	**9 309**
% increase	4		**(2.0%)**	**14.9%**	**6.7%**	**(4.7%)**		**6.3%**	**6.7%**	**6.6%**
Other Municipal Staff										
Basic Salaries and Wages		37 801	45 247	45 085	48 845	50 157	50 157	54 079	57 703	61 511
Pension and UIF Contributions		6 978	7 708	8 574	9 982	9 328	9 328	10 879	11 608	12 374
Medical Aid Contributions		3 049	3 335	4 112	4 532	4 239	4 239	4 952	5 284	5 633
Overtime		1 290	1 444	2 018	2 598	2 478	2 478	2 096	2 236	2 384
Performance Bonus										
Motor Vehicle Allowance		8 666	9 533	9 686	10 493	10 606	10 606	11 742	12 529	13 356
Cellphone Allowance										
Housing Allowances		286	298	381	458	446	446	492	525	560
Other benefits and allowances		3 177	3 119	3 801	4 034	4 026	4 026	4 260	4 545	4 845
Payments in lieu of leave		2 460	931	2 602						
Long service awards		405		3 415						
Post-retirement benefit obligations		29	1 649	1 095						
Sub Total - Other Municipal Staff		**64 141**	**73 264**	**80 771**	**80 942**	**81 280**	**81 280**	**88 500**	**94 430**	**100 662**
% increase	4		**14.2%**	**10.2%**	**0.2%**	**0.4%**		**8.9%**	**6.7%**	**6.6%**
Total Parent Municipality		**76 848**	**86 431**	**95 239**	**96 164**	**96 372**	**96 372**	**104 227**	**111 007**	**118 129**
% increase	4		**12.5%**	**10.2%**	**1.0%**	**0.2%**		**8.2%**	**6.5%**	**6.4%**
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		**76 848**	**86 431**	**95 239**	**96 164**	**96 372**	**96 372**	**104 227**	**111 007**	**118 129**
% increase	4		**12.5%**	**10.2%**	**1.0%**	**0.2%**		**8.2%**	**6.5%**	**6.4%**
TOTAL MANAGERS AND STAFF	5	**70 865**	**79 854**	**88 345**	**89 023**	**88 981**	**88 981**	**96 684**	**103 162**	**109 971**

Summary - SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2017

Summary of Employee and Councillor Remuneration	Ref	2013/14	2014/15	2015/16	Current year 2016/17			2017/18 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2017/18	Budget Year 2018/19	Budget Year 2019/20
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		64 795	56 854	71 272	112 831	106 486	111 152	190 772	202 777	215 216
Pension and UIF Contributions		4 504	4 496	6 864	11 048	8 824	8 335	9 088	9 569	10 081
Medical Aid Contributions		2 641	2 499	2 822	2 315	2 091	2 023	3 508	3 691	3 884
Motor Vehicle Allowance		19 267	20 158	19 903	37 473	31 250	33 878	35 610	37 696	39 854
Cellphone Allowance		6 179	4 570	4 264	9 026	8 658	8 420	10 889	11 480	12 193
Housing Allowances		961	303	503	757	569	569	1 029	1 095	1 164
Other benefits and allowances		20 647	25 990	29 660	17 726	19 906	19 378	25 780	27 256	28 815
Sub Total - Councillors		**118 994**	**114 870**	**135 288**	**191 176**	**177 783**	**183 755**	**276 677**	**293 564**	**311 206**
% increase	4		**(3.5%)**	**17.8%**	**41.3%**	**(7.0%)**	**3.4%**	**50.6%**	**6.1%**	**6.0%**
Senior Managers of the Municipality	2									
Basic Salaries and Wages		54 358	58 809	55 780	85 388	74 451	77 914	124 280	132 125	140 000
Pension and UIF Contributions		2 784	3 113	2 549	3 867	3 671	3 533	7 315	7 801	8 308
Medical Aid Contributions		644	355	566	1 002	955	901	2 244	2 386	2 537
Overtime										
Performance Bonus		6 917	6 209	2 598	8 000	8 054	8 054	9 054	9 669	10 328
Motor Vehicle Allowance		11 638	16 019	14 465	13 577	10 767	11 846	21 057	22 350	23 732
Cellphone Allowance		518	615	806	1 155	884	1 212	1 505	1 595	1 695
Housing Allowances		333	986	938	717	379	717	1 728	1 814	1 929
Other benefits and allowances		1 459	6 512	288	1 401	1 795	961	3 316	3 479	3 655
Payments in lieu of leave		633		292		212	212	79	84	89
Long service awards				201						
Post-retirement benefit obligations		81		271	292	292	292	311	329	347
Sub Total - Senior Managers of Municipality		**79 365**	**92 619**	**78 755**	**115 397**	**101 460**	**105 641**	**170 887**	**181 630**	**192 620**
% increase	4		**16.7%**	**(15.0%)**	**46.5%**	**(12.1%)**	**4.1%**	**61.8%**	**6.3%**	**6.1%**
Other Municipal Staff										
Basic Salaries and Wages		644 100	610 226	1 069 493	2 196 930	1 967 834	2 034 540	2 766 754	2 943 978	3 126 696
Pension and UIF Contributions		98 745	103 583	173 572	373 490	330 767	341 353	448 189	475 602	503 578
Medical Aid Contributions		49 300	54 764	95 432	218 833	186 970	197 455	274 845	277 847	294 315
Overtime		67 491	59 532	113 807	129 745	241 069	243 681	206 483	219 198	232 365
Performance Bonus		6 945	7 814	8 668	16 562	14 834	14 834	46 258	49 074	52 017
Motor Vehicle Allowance		36 963	44 786	88 658	191 639	187 785	187 479	230 542	247 257	262 453
Cellphone Allowance		1 332	1 258	4 317	6 868	6 593	6 495	10 001	10 397	11 115
Housing Allowances		3 354	8 371	9 555	33 773	20 593	23 442	23 521	25 010	26 516
Other benefits and allowances		61 191	55 386	106 766	262 748	244 203	263 033	268 093	287 447	307 287
Payments in lieu of leave		19 298	23 024	47 987	47 666	49 618	50 689	65 726	69 881	74 191
Long service awards		3 490	430	7 355	8 837	11 107	12 389	17 839	18 919	20 058
Post-retirement benefit obligations		6 944	4 112	3 174	42 562	41 826	41 826	44 786	47 842	51 060
Sub Total - Other Municipal Staff		**999 153**	**973 286**	**1 728 783**	**3 529 654**	**3 303 200**	**3 417 216**	**4 403 036**	**4 672 453**	**4 961 651**
% increase	4		**(2.6%)**	**77.6%**	**104.2%**	**(6.4%)**	**3.5%**	**28.8%**	**6.1%**	**6.2%**
Total Parent Municipality		**1 197 512**	**1 180 775**	**1 942 825**	**3 836 227**	**3 582 443**	**3 706 611**	**4 850 600**	**5 147 647**	**5 465 476**
% increase	4		**(1.4%)**	**64.5%**	**97.5%**	**(6.6%)**	**3.5%**	**30.9%**	**6.1%**	**6.2%**
Board Members of Entities										
Basic Salaries and Wages					1 637	1 637	1 637	1 751	1 891	2 062
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees								502	530	560
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities					**1 637**	**1 637**	**1 637**	**2 254**	**2 422**	**2 622**
% increase	4							**37.7%**	**7.5%**	**8.3%**
Senior Managers of Entities										
Basic Salaries and Wages		1 659	6 575	7 101	18 308	18 521	18 521	20 622	21 788	22 659
Pension and UIF Contributions		334	1 221	1 319	1 559	1 598	1 598	1 551	1 629	1 710
Medical Aid Contributions		110	338	365	465	476	476	792	835	865
Overtime										
Performance Bonus								51	54	56
Motor Vehicle Allowance		418	1 665	1 527	1 801	2 415	2 415	2 640	2 776	2 900
Cellphone Allowance					108	108	108	112	119	121
Housing Allowances										
Other benefits and allowances		257	256	271	574	434	434	15	16	18
Payments in lieu of leave		135	50					6	6	6
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		**2 913**	**10 105**	**10 583**	**22 814**	**23 551**	**23 551**	**25 789**	**27 223**	**28 336**
% increase	4		**246.9%**	**4.7%**	**115.6%**	**3.2%**		**9.5%**	**5.6%**	**4.1%**
Other Staff of Entities										
Basic Salaries and Wages		43 883	36 295	56 149	158 952	152 825	152 825	248 033	273 005	292 449
Pension and UIF Contributions		7 359	6 320	6 826	17 262	16 816	16 816	35 581	35 221	38 443
Medical Aid Contributions		3 642	4 101	4 429	13 278	13 027	13 027	30 904	30 127	33 332
Overtime		12 152	6 530	7 054	17 159	20 965	20 965	19 346	20 399	21 090
Performance Bonus								13 316	13 039	14 308
Motor Vehicle Allowance		3 181	2 884	2 422	9 719	12 234	12 234	21 277	21 285	22 372
Cellphone Allowance					622	622	622	763	729	821
Housing Allowances					1 816	1 816	1 816	1 217	1 289	1 308
Other benefits and allowances		2 242	15 936	19 044	14 170	12 328	12 328	13 384	14 136	14 958
Payments in lieu of leave								8 117	8 596	8 599
Long service awards								637	675	688
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities		**72 459**	**72 066**	**95 924**	**232 978**	**230 633**	**230 633**	**392 574**	**418 501**	**448 368**
% increase	4		**(0.5%)**	**33.1%**	**142.9%**	**(1.0%)**		**70.2%**	**6.6%**	**7.1%**
Total Municipal Entities		**75 372**	**82 171**	**106 507**	**257 429**	**255 821**	**255 821**	**420 616**	**448 146**	**479 326**
TOTAL SALARY, ALLOWANCES & BENEFITS		**1 272 885**	**1 262 947**	**2 049 332**	**4 093 655**	**3 838 264**	**3 962 432**	**5 271 217**	**5 595 793**	**5 944 802**
% increase	4		**(0.8%)**	**62.3%**	**99.8%**	**(6.2%)**	**3.2%**	**33.0%**	**6.2%**	**6.2%**
TOTAL MANAGERS AND STAFF	5	**1 153 891**	**1 148 077**	**1 914 044**	**3 900 843**	**3 658 845**	**3 777 041**	**4 992 286**	**5 299 807**	**5 630 975**